
Patricia C. Adams



Deputy Assistant Secretary of the Navy (Civilian Human Resources)

Ms. Adams is the senior advisor to the Under Secretary of the Navy and the Assistant Secretary of the Navy (Manpower and Reserve Affairs) on policies and programs impacting the civilian workforce. Since joining the Department of the Navy (DON) in June 2003, Ms. Adams has been directly involved in implementing the Secretary's Human Capital Strategy to inspire, develop, compensate, shape, and manage our workforce; streamlining management of the Department's Senior Executive Service; leading the efforts of the Executive Diversity Advisory Council; and improving human resource services, ensuring that they are responsive to Naval priorities and support mission accomplishment.

As the HR Community Leader, Ms. Adams is responsible for leading implementation of the DON's new HR service delivery structure. This approach, which realigns ownership of HR resources to the Commands, allows for improved accountability throughout the community – ensuring core HR functions are properly executed and making it easier to deploy common processes. She is also establishing a HR talent management process to assess current competencies against the required skill sets for the community moving forward.

Under Ms. Adams' leadership, Career Lifecycle Management of Senior Executives was established within DON. This deliberate approach for addressing the lifecycle elements – position management, selection, succession planning, development, and performance management – has helped DON produce the best civilian career leadership cadre possible. The Talent Management Panel process, implemented in 2009, creates succession plans for key DON executive positions and provides feedback to all executives on executive strengths, portfolio gaps, career plans and development needs.

A 2008 Presidential Rank Award recipient, Ms. Adams is a National Certified Counselor specializing in the area of career transitions and the implications of career transitions for job and life planning. She is a member of the Society for Human Resource Management, Human Resource Planning Society, Human Resource Leadership Forum, and Senior Executive Association.

Before coming to Navy, Ms. Adams enjoyed a 25-year career with Marriott International. She was Vice President for Human Resources for the Residence Inn by Marriott Lodging Division.